



# NORFOLK

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## The Pipeline

THE WEEKLY NEWSLETTER OF THE CITY OF NORFOLK'S EMERGING LEADER

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### Workforce Development Statistics and Tips

#### Mastering Soft Skills for Workplace Success

Communication skills are ranked FIRST among a job candidate's "must have" skills and qualities, according to a 2010 survey conducted by the National Association of Colleges and Employers.

Communication skills are important to everyone - they are how we give and receive information and convey our ideas and opinions with those around us. Communication comes in many forms:

- verbal (sounds, language, and tone of voice)
- aural (listening and hearing)
- non-verbal (facial expressions, body language, and posture)
- written (journals, emails, blogs, and text messages)
- visual (signs, symbols, and pictures)

It is important to develop a variety of skills for both communicating TO others and learning how to interpret the information received FROM others. Knowing our audience and understanding how they need to receive information is equally as important as knowing ourselves.

To an employer, good communication skills are essential. In fact, employers consistently rank good communication skills at the top of the list for potential employees.

*Source: Skills to Pay the Bills*



**Janet Williams**  
NEL Program  
Coordinator

**Kim Jordan**  
Newsletter Editor

**Norfolk's Emerging  
Leaders Program**

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Open Space**  
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## All Eyes on the Visionaries

Did you know that in 2008 the City Council established a Public Art Commission and adopted a funding ordinance? This ordinance says that 1% of funds for city capital improvement projects will be dedicated to the creation and installation of public art. This ordinance led to the birth of the Cultural Affairs Public Art Program. The Public Art program has been an NEL partner for the past five years, allowing many student artists to create masterpieces throughout the city.

Manager of the Public Art Program, Karen Rudd, hopes the NEL partnership will be a program for local artists to gain them public art experience as well as exposure. Her hope for the NEL participants is for them to have a sense of self-fulfillment and pride in their work as well as a quality experience in an art apprenticeship.

In 2013 the area between the Harrison Opera House and Scope was declared the Arts and Design District of Norfolk. It is only natural that art created by NEL students will be placed



in that area. NEL artists are guided by local artists/mentors. Heading the 2013 team of artists are Elliott Adesso, Tim Bearse, and John Rudel. Each has their own vision and will use diverse materials to produce art. Elliott Adesso's team will be painting a mural to be placed in the entryway to Brambleton. Tim Bearse, a VCU graduate and sculptor is creating skateboard-inspired sculptures on Wilson Street. Finally, John

Rudel, a returning artist, well known for his aluminum piece, The Eyes on the 3rd floor of MacArthur North parking garage, will be transforming 4 NET bus stops into futuristic aluminum sculptures in the Arts District.

With the completion of these art projects, the Public Art Program will have 18 pieces of art installed in Norfolk. The bigger and more rewarding achievement is breathing life into the new

Art and Design district. Art has a greater value than just aesthetics, it provides a more welcoming community and has created economic benefits by being employing artists, emerging leaders, contractors, engineers and other small businesses, all while promoting tourism. Creating an Arts District creates a legacy to be proud of, making Norfolk a city in which people want to continue to live and work.

## A Family Within a Family

The Quejada family has been established in the city of Norfolk for 17 years. Within those 17 years four daughters, each with their own unique personalities and achievements, are products of the Norfolk Emerging Leaders program. Two of the four are currently involved in the NEL program. Adeline Quejada is a NEL municipal intern based in the Department of Utilities while Christine Quejada is an emerging leader involved in the Cultural Arts project.

As an intern, Adeline's purpose is to acquire the skills necessary to become a permanent part of the city's workforce. In her Civic Engagement Program, she is involved in the Design Team and the Creative Outreach team where she has designed a logo for the project. Christine Quejada is the youngest of the four sisters and is in her 3rd year in NEL in the Cultural Facilities Arts and Entertainment Department,

specifically in the Public Art Program. Christine has an eye for detail and steady hands for precision when painting.

The Quejada sisters are an example of fine individuals produced in Norfolk. Even with their contrasting personalities and different views, they both can agree that they take pride in being raised in the city. Norfolk is not just a community in which people live and work together. It is a family.

## Executive Intern Spotlight



**Dante Sutphin**

*Executive Intern  
Department of Human  
Services*

This summer Dante will complete his Masters Degree in Urban Education Community Counseling at Norfolk State University. He will then go on to begin his post-graduate Education Specialist degree at Liberty University in the Fall of 2013. Using his passion for education, Dante aspires to

become a Counselor and Adjunct Professor for a College or University. He then has later plans to start his own counseling agency, as well as a charter school.

As a current GED tutor and teacher Dante seeks to educate adults and minors with educational knowledge to shape tomorrows government. His desire to educate demonstrates his understanding of the role and importance that government has in today's society.



With her passion and enthusiasm for the well-being of others, Diana aspires to be an active member in shaping and designing the future of the City of Norfolk. Her internship with the Department of Public Works has a specific focus on Storm Water Management. Diana's optimism about making a difference in the lives of Norfolk's citizens shines through in all her workable tasks. Diana views the role of government today as a means of providing structure and balance to the city and citizens while still allowing for change and growth as the evolving ways of society. She believes that government must also take into account the views of the citizens, while keeping the balance of the laws that are set to help govern us to a peaceful existence.



**Diana Cheatham**

*Executive Intern  
Department of Public  
Works*



## Executive Intern Spotlight



**Dimen Clark**

*Executive Intern  
Office of the City  
Manager*

After graduating from Howard University this Spring, Dimen's goal is to continue her passion for Communication by obtaining a Master's Degree in Community Counseling. With her organizational skills and keen sense of pinpointing details, Dimen wants to hone these characteristics by starting a

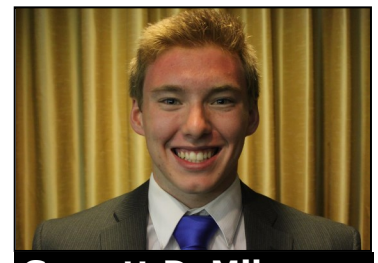
nonprofit organization to help minority youth.

Dimen believes the role of government is to maintain the well-being of the people it serves. Her interest in a career in a public sector began as a young girl growing up in Detroit, Michigan. She has volunteered and worked with local government agencies because of her belief that it is within her civic duty to give back to her community in order to improve the quality of life for all citizens.



Although Garrett is the youngest Executive Intern, with three more years at Liberty University, he has found his voice among this year's cohort of interns. Garrett's insightfulness showcases his fresh ideas while simultaneously supporting his fellow interns. Garrett hopes to better hone these skills by eventually seeking a career in the FBI or CIA as an agent or analyst upon the completion of his undergraduate career.

Garrett believes the government plays a key role in providing services and opportunities for citizens of the United States. He is interested in working in public service because he strongly believes in the importance of the role of the government in the daily lives of U.S. citizens.



**Garrett DeMik**

*Executive Intern  
Department of Finance*

